

FEDERAL TECHNICAL RECRUITING

Federal technical recruiting for organizations building and delivering government technology.

Declarative Recruitment INC is a specialized small-business partner providing technical recruitment services for federal-facing technology organizations.

We excel at sourcing contract-critical talent in AI/ML, software engineering, data engineering, cloud & infrastructure, DevOps/DevSecOps, and cybersecurity. Founded and led by former software engineers, we uniquely understand technical requirements and support companies that build, sell, and deliver advanced solutions for government, defense, and mission-critical environments.

- AI/ML
- Software Engineering
- Data Engineering
- Cloud & Infrastructure
- DevOps / DevSecOps
- Cybersecurity
- Clearance-Aware Screening

AT-A-GLANCE

AI/ML | Software Engineering
Data Engineering | Cloud & Infra
DevOps / DevSecOps | Cybersecurity
Federal-facing technical recruiting
Clearance-aware candidate screening
UEI, CAGE and NAICS included

01 CORE COMPETENCIES

- Federal Technical Recruiting:** AI/ML, software, data, cloud, DevOps / DevSecOps and cyber roles for federal-facing organizations.
- Contract Staffing and Direct Hire:** Contract, contract-to-hire and permanent technical roles aligned to program timelines.
- Clearance-Aware Screening:** Screening for clearance, citizenship, work authorization, geography, availability and compensation fit.
- AI/ML and Software Networks:** Access to AI/ML, software, data, cloud, infra, and DevOps candidates.
- Subcontract Recruiting Partnership:** Small-business recruiting support for vendor review and subcontracting conversations.
- Pre/Post-Award Talent Support:** Talent mapping for proposals, post-award ramp-up, and hard-to-fill labor categories.

COMPANY DATA

Legal Entity: Declarative Recruitment INC
Entity Type: Small Business
SAM.gov: Registered
UEI: PFDPAZF7N43
CAGE/NCAGE: 04X53
Core Focus: AI/ML, Software, Data, Cloud & Infra, DevOps / DevSecOps, Cybersecurity

NAICS CODES

Primary: 561311, 541690, 561312, 561320, 541511, 541512
Product/Service Codes DA01, R425, R431, R499

ENGAGEMENT MODELS

Contract Staffing: Active programs, surge needs and post-award ramp-up.
Contract-to-Hire: Flexible path from contract support to long-term fit.
Direct Hire: Permanent search for technical contributors and leaders.
Subcontract Partnership: Small-business recruiting support.

Talent Mapping: Pre-award planning for

CONTACT INFORMATION

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02 DIFFERENTIATORS

- Technical DNA:** Led by former software engineers, so we understand technical requirements and hiring needs.
- Clearance-Aware Discipline:** Reduces mismatches around clearance, citizenship, work authorization, location and program fit.
- Targeted Candidate Delivery:** Qualified slates built around requirements and constraints.
- Federal-Facing Market Focus:** Built for companies building, selling and delivering government technology.
- Contract-Timeline Urgency:** Built for active program staffing, post-award ramp-up and urgent technical searches.
- Small-Business Readiness:** Procurement-ready details for vendor review, subcontracting conversations and onboarding.

03 SELECTED FEDERAL-FACING RECRUITING EXPERIENCE

- Federal-Facing AI/ML Technology Company**
Sourced engineering candidates with active Secret clearance for DOD delivery requirements.
- AI/ML Analytics Company**
Supported AI/ML hiring needs for security-cleared federal-facing technical roles.
- Broader Engineering Recruiting Experience**
Placed IC to director-level talent across software, data, cloud, infra, DevOps, AI/ML, and cyber.